

Leave Information by Unit																	
Unit	Group Name	Type	Holiday	Sick	Vacation			Annual Leave		Admin Leave	Supp Admin Leave	Supp Sick	Comp Time				
01	Stationary Engineers, Local 39 Blue Collar	Accruals	8 hrs on Jan 1, July 1, employee's birthday, any holiday falling on a Saturday	8 hrs a month	Years		Accrual/	Max									
					>	<	Month	Accrual									
						5	8	340 hrs									
						5	8										10
						8	20										11.33
		20		14.66	420 hrs												
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval								Use at any time with Approval				
		Payoffs	Any Balance at any time	Cannot Cash Out	Cannot Cash Out								Cannot Cash Out. Department will cash out at the end of the fiscal year unless employee requests carryover, 60 hours max.				
02	Management Unrepresented May have Sick and Vacation or Annual Leave - May have different rules based on their contract (some Dept Directors).	Accruals	8 hrs on Jan 1, July 1, employee's birthday, any holiday falling on a Saturday - ESDs and PD ID Techs earn an extra 1.33 hrs per month	8 hrs a month	Years		Accrual/	Max	Years		Accrual/	Accrual					
					>	<	Month	Accrual	>	<	Month	Max					
						10	10	400 hrs		10	15.5	1,000					
						10		13.333	500 hrs	10		18.83					hrs
		Use	Use at any time with Approval	For sick or family sick (if Frozen Sick must be out for over 24 consecutive work hours)	Use at any time with Approval			Use at any time with Approval		Use at any time with Approval (same fiscal year accrued)	Use at any time with Approval Must be used in current fiscal year	Once Annual Leave or Sick Leave has been exhausted					
		Payoffs	48 hours or 25% of balance, whichever is greater, each fiscal year	Cannot Cash Out	Only in November, employees that have a Sick balance on Oct 31 over 240 hours. 8 to 40 hours			48 hours or 25% of balance, whichever is greater, each fiscal year		Any Balance at any time (same fiscal year accrued)	Cannot Cash Out	Cannot Cash Out					
03	Fresno City Employees Association (FCEA) White Collar	Accruals	8 hrs on Jan 1, July 1, employee's birthday, any holiday falling on a Saturday - Certain groups in the Police Dept receive an extra 1.33 hrs a month (see MOU)	8 hrs a month	Years		Accrual/	Max	Employees that work a full shift on both Christmas Eve and New Years Eve will receive 4 hours Vac.								
					>	<	Month	Accrual									
						5	8	320 hrs									
						5	10										8.667
						10	20										10
		20		13.334	400 hrs												
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval					* FCEA Supplemental Sick exception: Employees may use 20 hours of Supplemental Sick for family sick reasons as long as they meet the following criteria		Once Sick Leave has been exhausted. See exception left*	Use at any time with Approval				
		Payoffs	Any Balance at any time	Cannot Cash Out	Only in November, employees that have a Sick balance on Oct 31 over 240 hours. 8 to 40 hours			Have used 48 hours of Sick leave for Family Sick Have used less than an average of 80 hours of sick per fiscal year for the prior 3 fiscal years (do not count the year with the highest amount of sick)				Cannot Cash Out	Any Balance at any time				
04	Fresno Police Officers Association (FPOA) Police Officers	Accruals	8.667 hrs a month, 96 hour maximum	8 hrs a month	Years		Accrual/	Max	**Vacation accrual amounts are reduced by 0.583333 hrs per month for union use.								
					>	<	Month	Accrual									
						5	8	280 hrs									
						5	10										8.667
						10	15										10
		15	20	11.334	360 hrs												
		20	25	13.334													
		25	30	14.667													
		30		16.667													
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval								Use at any time with Approval, if not approved, dept must cash out the amount of time and provide to employee.				
		Payoffs	Any Balance at any time	Cannot Cash Out	Cannot Cash Out								Any Balance at any time				
05	International Association of Firefighters (IAFF) Firefighters	Accruals	13 hrs a month at the 56 hour rate	12 hrs a month	Years		Accrual/	Max									
					>	<	Month	Accrual									
						10	12	360 hrs									
						10	20										15
						20	30										20
		30		24	576 hrs												
		Use	4 to 24 hour increments - must provide replacement	For sick or family sick	Use at any time with Approval								Use at any time with Approval				
		Payoffs	2.5 shifts annually	Cannot Cash Out	Cannot Cash Out								May cash out within the fiscal year it was earned, 40 hour emps will have balance cashed out at the end of the FY.				
06	Amalgamated Transit Union (ATU) Bus Drivers	Accruals	8 hrs on pay period containing Feb 12, any holiday falling on a day off.	8 hrs a month, plus 8 hours on the employee's birthday	Years		Accrual/	Max									
					>	<	Month	Accrual									
						5	8	340 hrs									
						5	8										10
						8	20										11.33
		20		14.66	420 hrs												
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval								Use at any time with Approval				
		Payoffs	48 hours or 25% of balance, whichever is greater, each fiscal year	Cannot Cash Out	Cannot Cash Out								Any Balance at any time, department will cash out balance at the end of the fiscal year, emp may request up to 32 hrs of their balance carried over.				

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					Years	Accrual/	Max							
					>	<	Month	Accrual						
07	International Brotherhood of Electrical Workers (IBEW) Trades and Crafts	Accruals	8 hrs on Jan 1, July 1, employee's birthday, any holiday falling on a Saturday	8 hrs a month		5	8	No Maximum					In lieu of cash payment for OT, maximum 80 hours	
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval	5	10		8.667					Use at any time with Approval
						10	20		10					
						20			13.334					
	Payoffs	Any Balance at any time	Cannot Cash Out	Cannot Cash Out							Cannot Cashout except at the end of the fiscal year. Emp may carryover 40 hrs (Cement Finishers may carryover 60 hrs.			
09	Fresno Police Officers Association (FPOA MGMT) Police Officers/Mgmt	Accruals	8.667 hrs a month	8 hrs a month	16.667 hours a month		500 hrs Max	**Vacation accrual amounts are reduced by 0.583333 hrs per month for union use.	60 hrs on July 1	May receive up to 32 hrs - Department Discretion				
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval		Use at any time with Approval (same fiscal year accrued)		Use at any time with Approval - Must be used in current fiscal year					
		Payoffs	Any Balance at any time	Cannot Cash Out	Cannot Cash Out		Any Balance at any time (same FY accrued)		Cannot Cash Out					
10	International Association of Firefighters (IAFF MGMT) Firefighters/Mgmt	Accruals	13 hrs a month at the 56 hour rate, 40 hour employees receive 8.667 hrs per month	12 hrs a month	24 hrs a month at the 56 hour rate, 40 hour employees receive 16 hrs per month		576 hrs		72 (56 emp) or 90 (40 emp) hrs on July 1	May receive up to 32 hrs - Department Discretion				
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval		Use at any time with Approval (same fiscal year accrued)	Use at any time with Approval - Must be used in current fiscal year						
		Payoffs	Any Balance at any time	Cannot Cash Out	Cannot Cash Out		Any Balance at any time (same FY accrued)	Cannot Cash Out						
13	City of Fresno Professional Employees Association (CFPEA) Non-Mgmt Confidential & Non-Confidential Mgmt	Accruals	8 hrs on Jan 1, July 1, employee's birthday, any holiday falling on a Saturday					Years	Accrual/	Max				
		Use	Use at any time with Approval	Frozen Sick - For family sick or if out for a medically verified illness over 24 consecutive work hrs (must use another leave for the first 24 hrs)		Use at any time with Approval or when sick	Use at any time with Approval (same fiscal year accrued)	Use at any time with Approval - Must be used in current fiscal year	Once Sick and/or Annual Leave has been exhausted or for Community Service					
											>	<	Month	Accrual
												10	15.5	1,200 hrs
	Payoffs	48 hours or 25% of their balance, whichever is greater, each fiscal year	Cannot Cash Out		48 hours or 25% of balance, whichever is greater, each fiscal year	Any Balance at any time (same fiscal year accrued)	Cannot Cash Out	Cannot Cash Out						
14	City of Fresno Management Employees Association (CFMEA) Management Confidential	Accruals	8 hrs on Jan 1, July 1, employee's birthday, any holiday falling on a Saturday					Years	Accrual/	Max				
		Use	Use at any time with Approval	Frozen Sick - For family sick or if out for a medically verified illness of 24 or more consecutive work hrs		Use at any time with Approval or when sick	Use at any time with Approval (same fiscal year accrued)	Use at any time with Approval - Must be used in current fiscal year	Once Frozen Sick or Annual Leave has been exhausted or for Community Service					
											>	<	Month	Accrual
												10	15.5	1,000 hrs
	Payoffs	48 hours or 25% of their balance, whichever is greater, each fiscal year	Cannot Cash Out		48 hours or 25% of balance, whichever is greater, each fiscal year	Any Balance at any time (same fiscal year accrued)	Cannot Cash Out	Cannot Cash Out						
15	Fresno Airport Public Safety Supervisors (FAPSS) Airport Public Safety Supervisors	Accruals	13 hrs a month at the 56 hour rate	12 hrs a month	Years	Accrual/	Max							
		Use	Use at any time with Approval	For sick or family sick	Use at any time with Approval									
											>	<	Month	Accrual
												10	15	480 hrs
	Payoffs	48 hours or 25% of their balance, whichever is greater, each fiscal year	Cannot Cash Out	Cannot Cash Out						40 hrs on July 1				